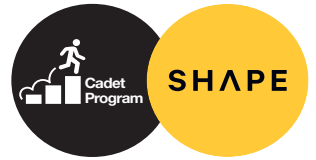


Cadet Program Recruitment Process 2017



It's lengthy, but we're doing some very important matching!

It's important to us that you are the right fit to join our team, but its just as important that SHAPE is the right place for you.

We're looking for Cadets who are studying Construction Management, Architecture, Engineering, Quantity Surveying or similar. Our preference for people in their 3rd or 4th year of studies, but still apply if you are in your 1st or 2nd year as we always want to hear from great people.

We are looking for people who:

- Demonstrate they are aligned to our company values
- Are a strong communicator both verbal and written
- Have a hunger for knowledge and a willingness to learn
- Have a passion for construction, design and interior fitout
- Are proficient in Microsoft Office; MS Project advantageous
- Have demonstrated industry experience, would be advantageous.

Application

Submit your application by visiting our website and going to Careers -> Current Opportunities. Here you'll find the Building Cadet job ad. Click Apply. We'll ask you for a copy of your CV, Transcript and Cover Letter. Applications close on Friday 14th April at 5pm. You'll then be sent a link to an online survey - it won't take long to complete (about 5 mins).

The survey will help us learn more about you, your studies and your aspirations and you will have till Monday 17th April at 5pm to complete.

Phone or Video Interview

You may be invited to a Phone or Video interview so we can find out a little bit more about you.

Open Day and Assessment Centre

You will be invited to attend an Open Day and Assessment Centre at our SHAPE offices.

This day will be an opportunity for you to meet your future colleagues, here about the kinds of things you will be working on and learning about, and find out about a typical day working in Construction.

We will also ask you to participate in a number of assessment activities, including; Group Asssment, Written Test and an Interview with our People & Culture Team.

Open Day and Assessment Centre will take a whole day and will be run around the country from 15th to 26th May so please keep this in mind when applying.

Testing

At this point, you'll be asked to take part in personality and logical reasoning ability assessment testing. This is a pretty standard step for all prospective SHAPE employees.

Face to Face Interview

This is a Face to Face interview with the business, your future manager and state General Manger.

This interview will be focused on learning more about you, but it is also time for you to you really find out about us, so have our list of questions ready.

CONGRATULATIONS!

If you make it this far you are joining the team and we'll start discussing a start date with you. We have a national intake and would like everyone on board before 2nd July 2017, ready for our SHAPE Induction Week.